OPEN POSITION: VP, Employer Services and Consulting

The Vice President is a proven consulting leader who is experienced in leading business transformations and excited to leverage the platform of the Center for Economic Inclusion to build a team of consultants who can guide businesses and government agencies to achieve annual objectives by leveraging racial equity and inclusion as performance objectives.

ABOUT THE CENTER

The Center for Economic Inclusion (the Center) is in relentless pursuit of an economy that works for everyone. We work to close racial employment, income, and wealth gaps, and building racially inclusive and equitable regional economies, by equipping public- and private-sector leaders and employers with the knowledge and tools to build and scale anti-racist workplaces in shared accountability with Black, Indigenous, Latinx, and Asian people to close racial wealth gaps and build racially equitable and inclusive regional economies.

Founded in 2017, the Center is the nation’s first organization dedicated exclusively to strengthening public- and private-sector civic infrastructures and collective capacity to disrupt systems and influence market forces while advancing an inclusive economy.

The Center’s team is organized into six closely related departments to serve our clients, partners and communities:

- Innovation, Policy & Research
- Employer Services & Consulting
- External Relations & Engagement
- Fund Development
- Business Operations
- Marketing & Business Development

HOW WE WORK & WHY YOU SHOULD WORK HERE

At the Center, we take pride in bringing our values to life and “walking the talk.” We are a diverse team in many ways, and we believe our diversity of thought and experiences makes us stronger and our work more innovative and responsive to the communities we serve.

We strive to maintain a collaborative work environment that also stimulates individual autonomy and accountability for performance goals and excellence. We invest in great talent, nurture it, and believe in the power of career pathways within the Center.

We look for talented individuals who exhibit our values, and we strive to cultivate an environment that harnesses the collective power of these values, traits, and the expertise that each team member brings in pursuit of our mission:

- Love
- Shared Leadership
- Humbly Confident Learners
- Shared Power
- Shared Accountability
**POSITION DESCRIPTION**

The Vice President, Employer Services and Consulting will lead a newly structured department of consultants to deliver change management and organizational transformation services to help mid-to-large public and private sector employers build racially equitable and inclusive workplaces that are positioned to contribute toward our mission of building racially inclusive regional economies.

The Center offers racial equity and inclusion consulting services to employers to transform their talent, procurement/ supplier diversity, philanthropy, public policy, and marketplace strategies from culturally aware and competent to racially responsive and capable of delivering on the bottom line in ways that are meaningful for employees, consumers, shareholders, and stakeholders alike. These services include two proprietary products, the Racial Equity Dividends Assessment and Racial Equity Dividends Index, organizational analysis, training and education, strategy design, consultation and evaluation, and implementation consulting and support services.

We also offer inclusive economic growth consulting services to local city, county, and state government agencies to embedding principles of racial equity and inclusion into housing, economic and business development, transportation, and workforce development strategies in ways that build inclusive and competitive communities and close racial wealth gaps.

The Vice President will manage three teams: Racial Equity Consulting, Inclusive Growth Consulting, and Analytics.

**KEY RESPONSIBILITIES**

**Strategy & Vision**

- Develop and manage a compelling vision for employer services and consulting that attracts a relevant base of clients, capable employees, and complementary strategic partners
- Develop strategies for establishing and expanding partnerships and business relationships to grow revenues
- Monitor client, market and competitor activity and co-create business development and service delivery strategies with the Business Development, Marketing and Innovation teams
- Develop and institutionalize new consulting offerings and capabilities in partnership with the Innovation team to meet current and future client demand
- Serve as a thought leader for the organization, deepening the Centers position as a leading authority on employer action to drive racially inclusive economic growth
Growth

- Partner with the Vice President of Marketing & Business Development to effectively position the Center’s suite of services as best in class and close the deal
- Work in collaboration with the business development and marketing teams to develop proposals, close sales, and market the Center’s offerings
- Assign and manage staff resources to client projects in partnership with practice Directors and drive excellence in service delivery
- Manage to drive mission impact and revenue generation, effectively aligning brand to capabilities, competencies and capacity
- Maintain a positive and proactive presence in the business community, building relationships with CHRO’s, CEO’s, Chief Procurement Officers, Chief Equity & Inclusion Officers, Planning & Economic Development Directors, Mayors, and County Administrators

Service

- Manage team and projects using the CEI Way and methodologies
- Maintaining client relationships and establishing rapport with key decision makers and influencers
- Develop and execute vehicles for client feedback
- Ensuring consultants are exceeding client expectations
- Traveling for in-person meetings with clients to develop and maintain relationships

Operations & Organizational Effectiveness

- Lead effectively across the organization; leverage the expertise of leaders in policy, communications, research, and employer education to drive client results and inclusive regional economic growth
- Monitor revenues and expenditures and report on results and budget management
- Supervise Grant Writer and oversee research, identification, cultivation, solicitation, and stewardship of grant program
- Supervise Donor Support staff
- Direct Grant Writer to work collaboratively with staff to ensure timely and efficient completion of highest quality grants and proposals
- Support the research and identification of new grant opportunities with all Center departments
- Ensure compliance and quality of grant reporting
- Monitor and report regularly on the progress of the development program
- Identify, develop, and mentor the development team
QUALIFICATIONS & EXPERIENCE

- Understanding of, commitment to, high energy and passion for the mission, vision and values of the Center for Economic Inclusion
- 10-plus years in professional services, consulting or change management
- 7 years successful team management in a collaborative team environment
- 7 years consulting experience in professional services
- Excellent communication skills, both written and oral; ability to influence and engage a wide range of donors and build long-term relationships
- Experienced and skilled product development, quantitative and qualitative analysis,
- Ability to work both independently without close oversight, but also a team player who will productively engage with others at varying levels of seniority within and outside of the Center
- Stature and confidence to gain the credibility and respect of high-performing Board of directors and external stakeholders
- Innovative thinker, with a track record for translating strategic thinking into action plans and output
- Demonstrated understanding, commitment, and application of racial equity and inclusion principles
- Demonstrated organizational and project management skills with the ability to manage several projects successfully while also managing day-to-day priorities
- Proficiency with MS Office Suite, and proficiencies with technology, including databases, and willingness to adapt to new technologies
- Must thrive in a diverse, high-paced, multi-faceted environment and be eager to contribute to a growing and evolving organization
- Ability to handle sensitive and confidential information with discretion
- The work of the Center changes as we continuously seek to have greater impact. Each member of the team must be adaptable to changes in job responsibilities as the nature of work changes to meet the demands of our environment

Education

Bachelor's degree required (Business Administration, Sales, Marketing, Organizational Development, or Public Administration), MBA Preferred.

Reports to: Founder and CEO

COMPENSATION & BENEFITS

The Center for Economic Inclusion is an Equal Opportunity employer. We offer an inclusive, engaging, dynamic, and rewarding workplace; a competitive total compensation package; and an opportunity to contribute to one of the most meaningful issues of our regions’ future.

The starting salary range for this position is $140,000-$155,000 and is complemented by a full suite of benefits including health, dental, vision, life, STD, and LTD insurance; mobile phone stipend, wellness, and transportation benefits; and paid time off and retirement savings match.
TO APPLY:

1. Submit a cover letter, resume, and three professional references to jobs@centerforeconomicinclusion.org. This position will be open until filled.

2. The Subject Line should state: VP, Employer Services and Consulting. Incomplete applications will not be considered. No calls, please. Candidates whose profiles align with our needs will be contacted.

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